	Police	Fire	Public Safety Mid Management	Miscellaneous	Mid-Management	Management
Contract Date	January 1, 2018 through December 31, 2020 (Extended through December 31, 2021)	January 1, 2018 through December 31, 2020 (Extended through December 31, 2021)	January 1, 2017 through December 31, 2019 (Extended through December 31, 2021)	January 1, 2017 through December 31, 2019 (Extended through December 31, 2021)	January 1, 2017 through December 31, 2019 (Extended through December 31, 2021)	January 1, 2020 through December 31, 2021
CalPERS Formulas	CLASSIC 3% @ 50 PEPRA 2.7% @ 57	CLASSIC 3% @ 50 PEPRA 2.7% @ 57	CLASSIC 3% @ 50 PEPRA 2.7% @ 57	CLASSIC 2.7% @ 55 PEPRA 2% @ 62	CLASSIC 2.7% @ 55 PEPRA 2% @ 62	NON-SAFETY CLASSIC 2.7% @ 55 PEPRA 2% @ 62 SAFETY CLASSIC 3% @ 50 PEPRA 2.7% @ 57
CalPERS Contribution Percentages (effective July 1, 2020)	CLASSIC City 23.71% EE 9% PEPRA City 13.13% EE 13%	CLASSIC City 23.71% EE 9% PEPRA City 13.13% EE 13%	CLASSIC City 23.71% EE 9% PEPRA City 13.13% EE 13%	CLASSIC City 10.97% EE 8% PEPRA City 10.97% EE 6.25%	CLASSIC City 10.97% EE 8% PEPRA City 10.97% EE 6.25%	NON-SAFETY CLASSIC City 10.97% EE 8% PEPRA City 10.97% EE 6.25% SAFETY CLASSIC City 23.71% EE 9% PEPRA City 13.13% EE 13%
Sick Leave Pay Out (Retirement, Death, Position Abolition)	CASH +20 years = Lesser of 50% Balance or 600 hours <20 years = Lesser of 50% Balance or 480 hours	VEBA All Vacation + Comp, Plus +20 years = Lesser of 50% Balance or 864 hours <20 years = Lesser of 50% Balance or 720 hours	CASH +20 years = Lesser of 50% Balance or 800 hours <20 years = Lesser of 50% Balance or 600 hours	VEBA +20 years = Lesser of 50% Balance or 600 hours <20 years = Lesser of 50% Balance or 480 hours	VEBA +20 years = Lesser of 50% Balance or 800 hours <20 years = Lesser of 50% Balance or 600 hours	CASH +20 years = Lesser of 50% Balance or 800 hours <20 years = Lesser of 50% Balance or 600 hours
Sick Leave Service Credit Conversion	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	(Sworn only) Remaining sick leave hours converted to 8-hour days as service credit	х	х	х
edical/Vision/Dental/Prescripti \$10/\$20 Prescription Co-Pay	on Insurance (Monthly Cost) / Plan					
Employee only Employee + Family	City Pays \$2285.25 Employee Pays \$254.75 City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2285.25 Employee Pays \$254.75 City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2285.25 Employee Pays \$254.75 City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2285.25 Employee Pays \$254.75 City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2285.25 Employee Pays \$254.75 City Pays \$2255.37 Employee Pays \$284.63	City Pays \$2285.25 Employee Pays \$254.75 City Pays \$2255.37 Employee Pays \$284.63
100% Prescription Coverage	City Pays \$2399.25	City Pays \$2399.25	City Pays \$2399.25	City Pays \$2399.25	City Pays \$2399.25	City Pays \$2399.25
Employee only	Employee Pays \$292.75 City Pays \$2369.37	Employee Pays \$292.75 City Pays \$2369.37	Employee Pays \$292.75 City Pays \$2369.37	Employee Pays \$292.75 City Pays \$2369.37	Employee Pays \$292.75 City Pays \$2369.37	Employee Pays \$292.75 City Pays \$2369.37
Employee + Family Opt-Out Benefit	Employee Pays \$322.63	Employee Pays \$322.63	Employee Pays \$322.63	Employee Pays \$322.63	Employee Pays \$322.63	Employee Pays \$322.63
Worker's Compensation	City Pays \$942.20 Employee Receives \$403.80 Employee cost: \$0	City Pays \$942.20 Employee Receives \$403.80 Employee cost: \$0	City Pays \$942.20 Employee Receives \$403.80 Employee cost: \$0	City Pays \$942.20 Employee Receives \$403.80 Employee cost: \$0	City Pays \$942.20 Employee Receives \$403.80 Employee cost: \$0	City Pays \$942.20 Employee Receives \$403.80 Employee cost: \$0
Life Insurance + AD&D	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimum of \$50,000; maximum of \$300,000)	City cost: \$0.114/\$1,000 Employee cost: 0 Benefit: 1x annual earning (minimu of \$50,000; maximum of \$300,000
LTD Insurance	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after 90 days waiting period (minimum of \$100; maximum of \$12,000)	City cost: 0.423 per \$100 of 66.7% benefit (without OT) Employee cost: 0 Benefit: 66.67% of earnings after \$ days waiting period (minimum of \$100; maximum of \$12,000)
Medicare Tax Social Security Tax	1.45%	1.45% \$0	1.45%	1.45%	1.45%	1.45%
ime Off Vacation	10-23 days	56-hr: 6 - 11.33 shifts/year or	56-hr: 6 - 11.33 shifts/year or	10-23 days	10-23 days	10-23 days
Tuodiio.	To 20 days	144 - 272 hrs/year 40-hr: 96 - 181 hrs/year	144 - 272 hrs/year 40-hr: 80 - 184 hrs/year	10 20 days	10 20 00/0	Annual Buyout 80 hours
Sick Leave	12 days	56-hr: 144 hrs/year 40-hr: 96 hrs/year	56-hr: 144 hrs/year 40-hr: 96 hrs/year	12 days	12 days	12 days
Holidays	14.5 days	56-hr: 7.27 shifts/year (174.48 hrs/year) paid	56-hr: 7.27 shifts/year (174.48 hrs/year) paid 40-hr: 14.5 days/year paid	14.5 days	14.5 days	14.5 days
Management Leave		40-hr: 14.5 days/year (116 hrs/year) paid	40-III. 14.5 days/year paid			
_	0	40-hr: 14.5 days/year (116 hrs/year) paid 0	Police Lieutenant 80 hours Police Captain 80 hours Admin Fire BC 2% Salary	0	80 hours Max Accumulation 2x Annual Annual Buyout 80 hours	100 hours Annual Buyout
	0 No City contribution	40-hr: 14.5 daysylear (116 hrs/year) paid 0	Police Lieutenant 80 hours Police Captain 80 hours	O City contributes a matching amount of up to \$300 per year calculated on biweekly basis	Max Accumulation 2x Annual	Annual Buyout City matches up to 1% of
ther Benefits Deferred Compensastion Program Personal and Professional	No City contribution	hrs/year) paid 0	Police Lieutenant 80 hours Police Captain 80 hours Admin Fire BC 2% Salary	City contributes a matching amount of up to \$300 per year calculated on biweekly basis	Max Accumulation 2x Annual Annual Buyout 80 hours City matches up to 0.5% of employee's salary on biweekly	Annual Buyout City matches up to 1% of employee's salary on biweekly bas \$2000 per fiscal year
ther Benefits Deferred Compensastion Program Personal and Professional Spending Account Vehicle allowance	\$0 \$0	hrs/year) paid 0 No City contribution \$0 \$0	Police Lieutenant 80 hours Police Captain 80 hours Admin Fire BC 2% Salary No City contribution \$0 (unless otherwise approved in City budget) \$0	City contributes a matching amount of up to \$300 per year calculated on biweekly basis \$0	Max Accumulation 2x Annual Annual Buyout 80 hours City matches up to 0.5% of employee's salary on biweekly basis \$500 per fiscal year	Annual Buyout City matches up to 1% of employee's salary on biweekly bast \$2000 per fiscal year Effective 01/01/2020 (Retroactive) \$450 per month or City Vehicle
ther Benefits Deferred Compensastion Program Personal and Professional Spending Account	\$0 \$0	hrs/year) paid 0 No City contribution \$0	Police Lieutenant 80 hours Police Captain 80 hours Admin Fire BC 2% Salary No City contribution \$0 (unless otherwise approved in	City contributes a matching amount of up to \$300 per year calculated on biweekly basis \$0	Max Accumulation 2x Annual Annual Buyout 80 hours City matches up to 0.5% of employee's salary on biweekly basis \$500 per fiscal year	Annual Buyout City matches up to 1% of employee's salary on biweekly bas \$2000 per fiscal year Effective 01/01/2020 (Retroactive)
ther Benefits Deferred Compensastion Program Personal and Professional Spending Account Vehicle allowance	\$0 \$0 100% up to San Francisco State	hrs/year) paid 0 No City contribution \$0 \$0 \$75/semester unit to a max of \$1,800/year over consecutive 12	Police Lieutenant 80 hours Police Captain 80 hours Admin Fire BC 2% Salary No City contribution \$0 (unless otherwise approved in City budget) \$0 100% up to San Francisco State	City contributes a matching amount of up to \$300 per year calculated on biweekly basis \$0 \$0 \$100% up to San Francisco State University part-time tuition rate University part-time tuition rate WATER DIVISION 1% per grade, 6% max with Water Treatment Operator's Certificate and/or Waster Distribution Certificate WASTEWATER DIVISION All WW employees \$40/month first certificate and \$35/month second certificate When required by job description - 1% per grade, 4% max with Wastewater Collection Maintenance Certificate APPLICATOR SPRAY CERTIFICATION \$50/month for employees assigned to spraying duties CABLE ACSR WII 2.5%	Max Accumulation 2x Annual Annual Buyout 80 hours City matches up to 0.5% of employee's salary on biweekly basis \$500 per fiscal year \$0 100% up to San Francisco State	Annual Buyout City matches up to 1% of employee's salary on biweekly bas \$2000 per fiscal year Effective 01/01/2020 (Retroactive) \$450 per month or City Vehicle 100% up to San Francisco State
ther Benefits Deferred Compensastion Program Personal and Professional Spending Account Vehicle allowance Tuition Reimbursement Certificate/Education	\$0 100% up to San Francisco State University tuition rate Non Sworn 3% AA/AS 6% BA/BS Sworn 3% AA/AS 6% BA/BS 4% POST intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 8.5% POST Advanced (with BA/BS)	No City contribution \$0 \$0 \$50 \$75/semester unit to a max of \$1,800/year over consecutive 12 month period \$80 \$1,800/year over consecutive 12 month period \$80 \$1,800/year over consecutive 12 month period	Police Lieutenant 80 hours Police Captain 80 hours Police Captain 80 hours Admin Fire BC 2% Salary No City contribution \$0 (unless otherwise approved in City budget) \$0 100% up to San Francisco State University part-time tuition rate Police Sergeant Only 4% POST Intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 3% AA/AS 6% BA/BS 8.5% BA/BS with POST Advanced	City contributes a matching amount of up to \$300 per year calculated on biweekly basis \$0 \$0 100% up to San Francisco State University part-time tuition rate WATER DIVISION 1% per grade, 6% max with Water Treatment Operator's Certificate and/or Waster Distribution Certificate Waster Distribution Certificate and Saffornonth first certificate and \$35/month second certificate. When required by job description - 1% per grade, 4% max with Wastewater Collection Maintenance Certificate APPLICATOR SPRAY CERTIFICATION \$50/month for employees assigned to spraying	Max Accumulation 2x Annual Annual Buyout 80 hours City matches up to 0.5% of employee's salary on biweekly basis \$500 per fiscal year \$0 100% up to San Francisco State University part-time tuition rate	Annual Buyout City matches up to 1% of employee's salary on biweekly base \$2000 per fiscal year Effective 01/01/2020 (Retroactive \$450 per month or City Vehicle 100% up to San Francisco State University part-time tuition rate
ther Benefits Deferred Compensastion Program Personal and Professional Spending Account Vehicle allowance Tuition Reimbursement Certificate/Education Incentive Pay Billingual Incentive Pay Uniform Allowance	\$0 100% up to San Francisco State University tuition rate Non Sworn 3% AA/AS 6% BA/BS Sworn 3% AA/AS 6% BA/BS 4% POST Intermediate (with or without AA/AS) 8.5% POST Advanced (with or without AA/AS) 8.5% POST Advanced (with bA/BS) 8.5% max 2.5% of salary	No City contribution S0 \$0 \$75/semester unit to a max of \$1,800/year over consecutive 12 month period 4% BA/BS 6% MA/MS Related Fire Certs (see MOU) = 1 to 3.5% 7.5% max 2.5% of salary	Police Lieutenant 80 hours Police Captain 80 hours Admin Fire BC 2% Salary No City contribution \$0 (unless otherwise approved in City budget) \$0 100% up to San Francisco State University part-time tuition rate Police Sergeant Only 4% POST Intermediate (with or without AAAS) 3% AAAS 3% AAAS 8% BA/BS 8% BA/BS 8% BA/BS with POST Advanced **8.5% BA/BS with POST Advanced **8.5% are Air Salary 2.5% of salary	City contributes a matching amount of up to \$300 per year calculated on biweekly basis \$0 \$0 100% up to San Francisco State University part-time tuition rate WATER DIVISION 1% per grade, 6% max with Water Treatment Operator's Certificate and/or Waster Distribution Certificate WASTEWATER DIVISION All WW employees \$400 month first certificate and \$350 month second certificate when required by job description - 1% per grade, 4% max with Wastewater Collection Maintenance Certificate APPLICATOR \$PRAY CERTIFICATION \$500/month for employees assigned to spraying duties CABLE ACSR WII 2.5% cable technology premium 2.5% of salary Effects PITADIOT. new employees receiving baseds must be certified as using language skill in course of jis duties.	Max Accumulation 2x Annual Annual Buyout 80 hours City matches up to 0.5% of employee's salary on biweekly basis \$500 per fiscal year \$0 100% up to San Francisco State University part-time tuition rate None 2.5% of salary Effective Trijooth, new employees receiving benefit mate to certified as using language skill in course of its datase.	Annual Buyout City matches up to 1% of employee's salary on biweekly bas \$2000 per fiscal year Effective 01/01/2020 (Retroactive) \$450 per month or City Vehicle 100% up to San Francisco State University part-time tuition rate None \$140 per month
beferred Compensation Program Personal and Professional Spending Account Vehicle allowance Tuition Reimbursement Certificate/Education Incentive Pay Billingual Incentive Pay Uniform Allowance Employee Home Loan Assistance Program Employee Assistance	\$0 \$0 100% up to San Francisco State University tuition rate Non Sworn 3% AA/AS 6% BA/BS Sworn 3% AA/AS 6% BA/BS 4% POST Intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 8.5% POST Advanced (with BA/BS) 8.5% max	No City contribution S0 \$0 \$5 \$75/semester unit to a max of \$1,800/year over consecutive 12 month period 4% BA/BS 6% MA/MS Related Fire Certs (see MOU) = 1 to 3.5% 7.5% max	Police Lieutenant 80 hours Police Captain 80 hours Police Captain 80 hours Admin Fire BC 2% Salary No City contribution \$0 (unless otherwise approved in City budget) \$0 \$100% up to San Francisco State University part-time tuition rate Police Sergeant Only 4% POST intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 8% BA/AS 8% BA/BS 8.5% BA/BS with POST Advanced **8.5% max**	City contributes a matching amount of up to \$300 per year calculated on biweekly basis \$0 50 100% up to San Francisco State University part-time tuition rate WATER DIVISION 1% per grade, 6% max with Water Treatment Operator's Certificate and/or Waster Distribution Certificate Waster Division All WW employees -\$40/month first certificate and \$35/month second certificate. When required by job Maintenance Certificate APPLICATOR SPRAY CERTIFICATION \$50/month for employees assigned to spraying duties CABILE ACSR III 2.5% cable technology premium 2.5% of salary Effector 17/107/1. new employees incoining benefit must be certified as using language skill in course of job duties.	Max Accumulation 2x Annual Annual Buyout 80 hours City matches up to 0.5% of employee's salary on biweekly basis \$500 per fiscal year \$0 100% up to San Francisco State University part-time tuition rate None None	Annual Buyout City matches up to 1% of employee's salary on biweekly bas \$2000 per fiscal year Effective 01/01/2020 (Retroactive) \$450 per month or City Vehicle 100% up to San Francisco State University part-time tuition rate None
ther Benefits Deferred Compensastion Program Personal and Professional Spending Account Vehicle allowance Tultion Reimbursement Certificate/Education Incentive Pay Billingual Incentive Pay Uniform Allowance Employee Home Loan Assistance Program	\$0 \$0 100% up to San Francisco State University tuition rate Non Sworn 3% AA/AS 6% BA/BS Sworn 3% AA/AS 6% BA/BS 4% POST Intermediate (with or without AA/AS) 7% POST Advanced (with or without AA/AS) 8.5% POST Advanced (with bA/BS) 8.5% max 2.5% of salary \$950/year Lower of up to \$140,000 or 20% of home's purchase price	No City contribution \$0 \$0 \$75/semester unit to a max of \$1,800/year over consecutive 12 month period 4% BA/BS 69% MA/M/S Related Fire Certs (see MOU) = 1 to 3.5% 7.5% max 2.5% of salary \$850/year Lower of up to \$140,000 or 20% of home's purchase price	Police Lieutenant 80 hours Police Captain 80 hours Police Captain 80 hours Admin Fire BC 2% Salary No City contribution \$0 (unless otherwise approved in City budget) \$0 100% up to San Francisco State University part-time fuition rate Police Sergeant Only 4% POST Intermediate (with or without AAAS) 7% POST Advanced (with or without AAAS) 3% AAVAS 6% BA/BS 8.5% BA/BS with POST Advanced **8.5% a Mas** 2.5% of salary \$950/year Lower of up to \$140,000 or 20% of home's purchase price	City contributes a matching amount of up to \$300 per year calculated on biweekly basis \$0 100% up to San Francisco State University part-time tuition rate WATER DIVISION 1% per grade, 6% max with Water Treatment Operator's Certificate and/or Waster Distribution Certificate Part Saffonds in the Certificate and/or Waster Distribution Certificate When required by job description - 1% per grade, 4% max with Wastewater Collection Maintenance Certificate APPLICATOR SPRAY CERTIFICATION \$500/month for employees assigned to spraying duties CABLE ACSR III 2.5% cable technology premium 2.5% of salary limits the production of the control	Max Accumulation 2x Annual Annual Buyout 80 hours City matches up to 0.5% of employee's salary on biweekly basis \$500 per fiscal year \$0 100% up to San Francisco State University part-time tuition rate None None 2.5% of salary The control of the control	Annual Buyout City matches up to 1% of employee's salary on biweekly bas \$2000 per fiscal year Effective 01/01/2020 (Retroactive) \$450 per month or City Vehicle 100% up to San Francisco State University part-time fultion rate None \$140 per month Police and Fire ONLY: \$950/year Lower of up to \$140,000 or 20% of home's purchase price